



ANNUAL REPORT 2025

OFFICE OF APPRENTICESHIP
AND WORK-BASED LEARNING



DEPARTMENT OF
HIGHER EDUCATION &
WORKFORCE DEVELOPMENT

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For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).

The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

EXECUTIVE SUMMARY

The Missouri Department of Higher Education and Workforce Development (MDHEWD), Office of Apprenticeship and Work-Based Learning (OAWBL) was established by Executive Order 19-20. The Executive Order formed OAWBL as a distinct office within MDHEWD to serve as the primary state agency to grow registered apprenticeships and other work-based learning programs. There has been tremendous growth for registered apprenticeships in Missouri since the Office was created, including:

- 536 new occupations registered
- 2,083 new employers participating in registered apprenticeship
- 65 registered youth apprenticeship programs developed
- Over 22,900 apprenticeship completions

The OAWBL team's work is established through its annual strategic plan, prioritizing activities that foster the growth of registered apprenticeship expansion throughout the entire State of Missouri. At the end of the 2025 calendar year, Missouri proudly boasts 22,410 active apprentices across 335 registered and active programs.

OAWBL achieved its goal to increase the number of apprentices served in Missouri to 65,000 at the end of 2025, well ahead of schedule! Various U.S. Department of Labor (USDOL) grants, Workforce Innovation and Opportunity Act (WIOA) funding, and state general revenue-funded projects, made achieving that goal possible. Other apprenticeship-related financial resources, including the Fast Track Workforce Incentive Grant (administered by MDHEWD) and the Intern and Apprentice Tax Credit (administered by the Department of Economic Development (DED)), were also key in expanding apprenticeship opportunities to Missourians.



AMONG THE BEST

MISSOURI IS IN THE TOP 20% OF STATES FOR ACTIVE APPRENTICES, COMPLETED APPRENTICES, AND NEW APPRENTICES

Outside of the skilled trades occupations, such as construction laborer, electrician, and plumber, other registered apprenticeship career pathways exist in the healthcare, information technology, education, and advanced manufacturing industries.

Occupations include:

HEALTHCARE

- certified nurse aide
- pharmacy technician
- emergency medical technician

INFORMATION TECHNOLOGY

- software developer
- IT generalist
- computer support specialists

EDUCATION

- teacher's aide
- early childhood educator
- K-12 educator and principal occupations

ADVANCED MANUFACTURING

- CNC operator
- industrial machinist
- tool and die maker

*Data accurate as of January 2026

STATE OF APPRENTICESHIP MISSOURI

As part of Executive Order 19-20, OAWBL receives guidance and support for apprenticeship and work-based learning efforts through the Inter-Agency Committee on Apprenticeships. This committee established a strategic plan for the 2025 fiscal year (July 1, 2025-June 30, 2026), that included the following goals:

- **Expand the number of registered apprenticeship programs in Missouri by 50**—To date: 34 new programs have been registered or expanded across 40 different occupations. Occupations included production technologist, early childhood educator, geospatial specialist, horseshoer, substation electrician, and more!
- **Increase the number of New Apprentices served in Missouri to 65,000 by federal fiscal year end 2026**—Missouri exceeded this goal at the end of the 2025 calendar year, officially registering 65,129 new apprentices served in Missouri!
- **Increase technical assistance opportunities**—OAWBL has implemented “Grow Your Own” informational webinars for employers and Apprenticeship Office Hours for workforce staff statewide. The Office was instrumental in carrying out two employer engagements events focused on advanced manufacturing and information technology.
- **Support standardization and growth of Registered Youth Apprenticeship (RYA) programs statewide through targeted training and increase RYA programs by 10**—Two primary intermediaries are building registered youth apprenticeship programs in Missouri. Collectively, 17 new RYA programs have been registered since program year 2025 (PY 2025) began, offering 19 different occupations including automotive technician specialist, paraeducator, and nurse assistant.

FY26 Statewide Strategic Plan For Office of Apprenticeship and Work-Based Learning (OAWBL)

COORDINATE APPRENTICESHIPS & WORK-BASED LEARNING

- ✓ Lead, direct, and manage the application & implementation of all federal & external grant funds for apprenticeship & WBL activities
- ✓ Share data, information, and resources among agencies
- ✓ Issue annual report to Governor’s Office by end of March
- ✓ Revamp public facing websites and materials across all supporting agencies
- ✓ Develop WIOA Registered Apprenticeship Program (RAP) Policy and guidance
- ✓ Maintain bi-monthly Missouri Apprenticeship Team (MAT) calls
- ✓ Maintain monthly calls with Vocational Rehabilitation
- ✓ Coordinate efforts with USDOL-Office of Apprenticeship (USDOL-OA) in expanding registered apprenticeship programs
- ✓ Engage with national and state organizations to increase awareness of RAP
 - Identify and share out intermediary resources available
 - Organize and host one employer engagement event per quarter
- ✓ Host annual Apprenticeship Missouri Summit during National Apprenticeship Week
- ✓ Host Office Hours

DRIVE PERFORMANCE & OUTCOMES

- ✓ Provide subaward opportunities supporting pre-apprenticeship and RAP programs
- ✓ Continue support for Apprenticeship Connect and Intern Connect portals
- ✓ Train Apprenticeship Coordinators in the field to engage with businesses to develop new apprenticeship and work-based learning programs
- ✓ Revamp OAWBL Office Hours, providing continuous technical assistance on different agency-related apprenticeship and work-based learning programs
- ✓ Establish and maintain a statewide list of funding opportunities currently available
- ✓ Achieve the following goals over the next year:
 - Expand the # of RAPs in Missouri by 50
 - ✓ Increase the # of New Apprentices served in Missouri to 65,000 by federal fiscal year end 2026
 - ✓ Increase Technical Assistance opportunities through virtual office hours, informational calls, in-person convenings, Summits, and intermediary events
 - ✓ Support the standardization and growth of Registered Youth Apprenticeship (RYA) programs statewide through targeted training and increase RYA programs by 10 Statewide

Missouri is proudly an Office of Apprenticeship state, meaning the U.S. Department of Labor-Office of Apprenticeship (USDOL-OA) has the registration and oversight responsibility for registered apprenticeship programs operating in Missouri. From the federal perspective, there have been a number of situations that have created both positive and negative impact on the growth of programs in Missouri, as well as across the nation.

On January 28, 2025, all federal employees received an email providing a deferred resignation offer that allowed federal employees to resign from their position. At the end of the deferred resignation offer period, Missouri's USDOL-OA team of 5 was reduced to a team of 2. This reduction in staff meant fewer opportunities for USDOL-OA to field calls of interest for apprenticeship program development; however, it did allow for OAWBL's team to step in and offer support to employers and organizations in need.

Additionally, federal government agencies, including USDOL-OA, were shut down due to the lapse in federal appropriations from October 1, 2025, through November 12, 2025. This delay in operations prevented new programs from being registered and new apprentices to be enrolled. Missouri's apprenticeship growth has been stagnant because of the disruptions. The 2024 calendar year ended with 22,264 active apprentices; whereas the 2025 calendar year ended with 22,410 active apprentices, a net growth of only 146 apprentices over the year.

Despite the limited growth and disruptions occurring at the federal level, registered apprenticeship remains a priority for President Trump and his administration. Federal executive orders were signed in 2025 that highlighted registered apprenticeships and the continued support for that training model, including:

- [Advancing Artificial Intelligence Education For American Youth](#) – Signed April 23, 2025, this executive order highlights the importance of artificial intelligence (AI) and the necessity to promote AI literacy and proficiency, incorporating AI into education and fostering early exposure for the next generation. Section 8 of this executive order is devoted to promoting registered apprenticeships through prioritizing the development and growth of registered apprenticeships in AI-related occupations, including federal contracts with national intermediaries to support this work. OAWBL is incorporating an AI topic into its annual Apprenticeship Missouri Summit, planned for April 28, 2026. This topic will bring in national intermediary support through Safal Partners and Missouri employers to discuss how AI is shaping their industry and their registered apprenticeship programs.
- [Preparing Americans For High-Paying Skilled Trade Jobs Of The Future](#) – Signed April 23, 2025, this executive order focuses on streamlining federal workforce development programs to better prepare workers into secure, well-paying jobs, with a policy to protect and strengthen registered apprenticeship for the American worker. This executive order required the USDOL, US Department of Commerce, and US Department of Education to review all federal workforce development programs and provide a report outlining strategies to help the American worker.
- On August 12, 2025, the respective departments [published](#) the “[America’s Talent Strategy: Equipping American Workers for the Golden Age](#)” report outlining five strategic pillars to address workforce needs and maximize efficiency and effectiveness amongst the different workforce development systems. The five pillars are:
 - o Industry-Driven Strategies
 - o Worker Mobility
 - o Integrated Systems
 - o Accountability
 - o Flexibility & Innovation

Recommendations in this report focus on increasing employer-driven training models and providing American workers with alternatives to quality careers beyond four-year degrees. Registered Apprenticeship is a viable solution alongside workforce programs such as on-the-job training, work experience/internship opportunities, and more. By focusing on an employer's needs, training programs can be tailored to prepare the worker for quality employment and ensure the employer has access to talent that meets specific skills needs.

STATE AGENCIES AND REGISTERED APPRENTICESHIP

Missouri has a number of state agencies operating within the registered apprenticeship realm. Some agencies are part of the statewide system providing technical support and funding, while other agencies are involved in the actual training of apprentices. Below is a brief summary of key state agencies and respective activities.

Department of Higher Education and Workforce Development

MDHEWD serves as a program sponsor and has three active occupations registered with the USDOL-OA. Occupations include two workforce development specialist positions and an administrative assistant. At the end of the 2025 calendar year, 49 apprentices completed training and collectively earned 95 credentials. The credentials included the certified workforce development professional certification issued by the National Association for Workforce Development Professionals (46 earned) and the nationally recognized apprenticeship certificate of completion (49 earned.) Using registered apprenticeship as its chosen training model, MDHEWD equips front-line staff with key education and hands-on experiences necessary to be expert workforce development professionals assisting Missourians seeking services in local Missouri Job Centers.

MDHEWD, through its Office of Workforce Development (OWD), serves as the State Workforce Agency in Missouri and receives federal funding under the Workforce Innovation and Opportunity Act (WIOA) to support 13 local workforce development boards (LWDBs) and more than 20 local Job Centers across the state. The Missouri Job Centers serve career seekers and businesses by providing a wide range of customized employment services. The OAWBL team has been providing apprenticeship presentations to MDHEWD and WIOA partner staff located in the Job Centers so apprenticeship opportunities may be incorporated into discussions with customers. These presentations provide staff with a basic understanding of the registered apprenticeship training model, access to resources to connect career seekers with apprenticeship opportunities, and talking points with employers.

The OAWBL team continues to offer monthly “Grow Your Own” apprenticeship informational sessions for employers and organizations looking to learn more about registered apprenticeship and how they can get involved. The webinar covers foundational information, registered apprenticeship history, core components of the training model, and resources offered to Missouri employers.

To support workforce development staff across the state, OAWBL initiated Apprenticeship Office Hours beginning June 2025. The 30-minute calls are generally held monthly and provide information on all types of work-based learning topics. All Apprenticeship Office Hours are recorded and uploaded to Coursera, a virtual learning platform, so that staff may access the content at a later time.

Sessions offered in 2025:

Month	Session Topic
June 2025	Apprenticeship System in Missouri
July 2025	Serving Apprentice Seekers
August 2025	Serving Employers
September 2025	Registered Apprenticeship & WIOA
November 2025	Pre-Apprenticeship Programs
December 2025	How to Promote Registered Apprenticeship to Employers

The OAWBL team will continue offering Apprenticeship Office Hours in 2026, incorporating statewide resources such as the Intern and Apprentice Tax Credit, Fast Track, and eventually Workforce Pell.

Department of Elementary and Secondary Education

The Missouri Department of Elementary and Secondary Education (MDESE) supports the growth and mission of apprenticeship expansion for Missouri's youth. With funding through legislative budgets over the last few years, MDESE has created a network of Registered Youth Apprenticeship (RYA) consultants to work closely with comprehensive high schools and career and technical education (CTE) centers to offer registered apprenticeships to high school students. At the end of 2025, 576 youth apprentices were actively training in various occupations across 65 registered youth programs. Occupations registered in 2025 include Automotive Technician Specialist, Early Childhood Educator, IT Generalist, Nurse Assistant, Welder, and more!

MDESE hosted its first RYA Leadership Conference on October 27-28, 2025, at The Resort at Lake of the Ozarks. The conference brought together a host of local RYA coordinators, school leadership, MDESE, MDHEWD, and key RYA partners for learning activities, to share best practices, and celebrate successes occurring statewide. A number of high schools and CTEs were highlighted and presented on their specific programs. Other session topics included an employer panel presentation and a breakout session for progressive learning rotations. MDHEWD was represented by OWD Director, Julie Carter, providing welcoming remarks, and OAWBL led two learning rotations that centered on working with youth with disabilities and the WIOA workforce network.

Department of Natural Resources

The Missouri Department of Natural Resources (MoDNR) was the key driver in the development of MDHEWD's administrative assistant registered apprenticeship program. The program, named "High School 2 Hire", launched in the summer of 2024, providing registered apprenticeship training to high school youth to experience working for the State of Missouri through the administrative assistant lens. MoDNR served as a participating employer under the High School 2 Hire program and moved their youth apprentice into a full-time role with MoDNR in November 2025.



Luke Crutchfield receives his Certificate of Completion of Apprenticeship. Luke is now a full-time employee with MoDNR.

APPRENTICESHIP GRANTS

The OAWBL team and the majority of activities are federally funded through formula and competitive grants. In 2025, OAWBL implemented activities under the State Apprenticeship Expansion Formula and Apprenticeship Building America grants, in addition to using WIOA and state general revenue to support other projects.

State Apprenticeship Expansion Formula

The State Apprenticeship Expansion Formula (SAEF) grant, awarded through the USDOL-Employment and Training Administration (ETA), is part of a larger, five-year investment plan for USDOL-ETA to support state capacity, expansion, and development of registered apprenticeship programs while driving innovation and reform. Funds are intended to continue through annual formula-funded grants, pending available funding.

To date, MDHEWD has received three awards under SAEF to maintain staffing capacity, support current technology needs and apprenticeship resources, and provide direct participant-funded opportunities.

SAEF Year 1 and Year 2 funds ended June 30, 2025. Under those grants, OAWBL's apprenticeship outreach team engaged 179 employers and organizations and assisted with the development of three new registered apprenticeship programs; these programs remain active with apprentices training in their respective roles.

Subawards were developed with various high schools, CTEs, higher education institutions, and nonprofits to support registered apprenticeship and pre-apprenticeship opportunities. Collectively, these subawards served 154 pre-apprentices and 258 apprentices in the following occupations:

- Certified Medical Assistant/Medical Technician
- Industrial Maintenance
- Digital Literacy
- Machinist
- Teacher's Aide
- K-12 Education
- Welder
- IT

SAEF Year 3 funds were issued for PY 2025, (July 1, 2025-June 30, 2026). MDHEWD received an increased formula allocation of \$1,337,414 for a combined total of \$3,547,853 in funding received to date under this initiative. Year 3 funding continues to support staffing, the Apprentice Connect website, and subawards to registered apprenticeship supporting partners.

To date, apprenticeship outreach efforts under the SAEF Year 3 grant have resulted in 77 meaningful engagements with interested apprenticeship parties, four new programs with five occupations registered, and three more programs under development. Individual subawards associated with SAEF 3 run through February 2027 and primarily focus on building or expanding registered apprenticeship in healthcare, skilled trades, and education, and training local registered youth apprenticeship coordinators. These subawards are expected to have the following outcomes:

Participant Outcomes		Goal
1	Apprentices Served	148
2	Total Apprentices Expected to Complete Training by end of Grant	91
3	Individuals Enrolled in an Apprenticeship but not Funded by Grant	11
Program Outputs		Goal
1	New Registered Apprenticeship Programs Developed	3
2	Number of Registered Apprenticeship Programs Expanded	19



National Disability Institute & STEM Registered Apprenticeship Career Pathways

A primary strategic partnership with the National Disability Institute (NDI) continues into this grant cycle. NDI approached the OAWBL team in early 2025 for a project aimed at engaging 2,500 youth with disabilities about STEM apprenticeship career pathways. In year one, the OAWBL team convened a group of statewide partners serving youth to learn more about this project and facilitate conversations with NDI to increase awareness and serve more youth with disabilities. Additionally, year one connections allowed NDI to video interview several youth actively working in STEM jobs. These videos were published [online](#) by the NDI team in fall of 2025 and are used to help bring awareness to youth with disabilities that STEM registered apprenticeship career pathways are an option.

Work with NDI has been expanded into a second year and will focus on piloting conversations with community sites to build disability resource navigators. The OAWBL team and NDI will be partnering with the Southeast LWDB as the first community site.

Apprenticeship Building America

MDHEWD was awarded \$4 million through the Apprenticeship Building America (ABA), Round 2 grant. This competitive USDOL-ETA grant focuses on strengthening the apprenticeship system by supporting pre-apprenticeship programs, a proven strategy in preparing and recruiting a diverse pipeline of individuals into registered apprenticeship career pathways.

MDHEWD partnered with the Missouri Works Initiative (MWI) and BioSTL organizations to develop Missouri Strategies for Training and Apprenticeship Readiness (MO-STAR), a three-pronged approach to increasing pathways to registered apprenticeship in advanced manufacturing, biosciences, and IT in the St. Louis area. MDHEWD initiated a call for proposals in 2024 to identify additional partners under this grant and awarded four additional subawards to support the MO-STAR initiative. These partners (CyberUp, City of Springfield, Full Employment Council, and Oran School District) are actively training individuals in IT, healthcare, and education occupations for entry into respective registered apprenticeship jobs after completion.

The ABA grant's period of performance is July 1, 2024-June 30, 2028, and has achieved the following outcomes to date.



Program Outcomes		Targets	Current
1	Total New Participants Served	625	187
2	Pre-Apprenticeship Enrollments	625	187
3	Pre-Apprenticeship Completions	563	157
4	Registered Apprenticeship New Enrollments	394	13
5	Registered Apprenticeship New Completions	276	0
Program Outputs		Targets	Current
1	# Pre-Apprenticeships created	2	5
2	# Pre-Apprenticeships expanded	3	3
3	# Registered Apprenticeships created	3	2
4	# Registered Apprenticeships expanded	10	4

With two and a half years remaining under this grant, the OAWBL team and its subaward partners must employ innovative actions to ensure more completers move into registered apprenticeship opportunities. The federal disruptions in 2025 drastically affected registered apprenticeship growth. Some employers have expressed concerns with participation due to federal government activity. Separately, other employers have expressed internal challenges with increasing capacity, which means fewer registered apprenticeship jobs available. OAWBL will work with key partners, MWI and BioSTL, to facilitate conversations to expand employer partnerships under this grant.

WORK-BASED LEARNING



Work-based learning activities create a hands-on learning experience, providing opportunities for workers to learn a new occupation while introducing the employer to a potential future employee. The OAWBL team serves as the subject matter expert for the following work-based learning opportunities funded through WIOA and other federal grants:

- Registered Apprenticeship
- Pre-Apprenticeship
- On-the-Job Learning (OJT)
- Incumbent Worker Training (IWT)
- Work Experience

WIOA emphasizes the use of work experience for young adults through the WIOA Youth program, requiring at least 20 percent of a LWDB's youth allocation to be used specifically for work experience opportunities. Providing work experiences to Missouri's youth enables the future workforce to explore career pathways and ultimately determine if that pathway is a good fit. Although the majority of this work exists outside of the immediate OAWBL team, MDHEWD has prioritized the use of WIOA discretionary funds to support work experience projects for Missouri's youth since 2024.

One of MDHEWD's flagship work experience projects, Career Opportunity Training for Youth (COTY), is a partnership between LWDBs, OWD, and Missouri high schools. The project connects students not pursuing education or training after high school with Job Center services, career exploration opportunities, and paid work experiences with local employers. The purpose of the pilot is to build a talent pipeline by connecting students to the workforce before graduation, provide students with a work experience to gain workplace skills, and give opportunities for career exploration.

COTY began as a pilot project in one of Missouri's school districts but quickly expanded as additional LWDBs wanted to offer the same service model to youth in the region. During COTY's inaugural year, 233 students were placed in work experiences with Missouri employers.

WORK-BASED LEARNING WAIVERS

To support work-based learning efforts, MDHEWD received USDOL-ETA approval for waivers that provide MDHEWD with flexibility to serve individuals accessing WIOA training programs. The information noted below is associated with the Department’s WIOA Annual Report to the USDOL-ETA.

Out-of-School Youth Expenditure Waiver

USDOL approved Missouri’s waiver (WIOA Section 129(a)(4)(A) & 20 CFR 681.410) request to reduce the WIOA Out-of-School Youth (OSY) expenditures from the 75 percent requirement down to 50 percent for PY 2024 and PY 2025.

Missouri has received this waiver for six consecutive program years. This waiver provides flexibility to the state and local areas to serve more ISY with work experience, pre-apprenticeship, registered apprenticeship, and other work-based learning opportunities.

On-the-Job Training Waiver

Missouri had an approved waiver (WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b)) request to increase On-the-Job Training (OJT) employer reimbursement up to 90 percent through June 30, 2026. During PY 2024, 36 individuals were served through OJT. Of the 36 OJT enrollments, nine individual agreements were established using the 90 percent reimbursement rate. All increased reimbursements occurred under Missouri’s QUEST (Quality Jobs, Equity, Strategy and Training) dislocated worker grant.

Although OJT enrollments remain steady compared to the last program year, the workforce regions are not utilizing the waiver to increase OJT agreements with local WIOA formula funds. As noted earlier, agreements written under the QUEST dislocated worker grants were the only agreements that utilized the 90 percent reimbursement

rate. These increases were utilized by employers with less than 50 employees. The Apprenticeship and Work-Based Learning team initiated a series of monthly work-based learning Office Hours towards the end of the program year. These Office Hours are for front line staff in the Job Centers, providing information regarding all types of WIOA work-based learning activities, including OJT. Office Hour sessions will include a review of the OJT program and the current OJT waiver to spread awareness of its availability.

OJTs by Region, Per Program Year				
Region	PY 2021	PY 2022	PY 2023	PY 2024
Central Region	9	16	7	3
East Jackson County	2	0	1	1
Jefferson/Franklin Consortium	9	3	3	2
Kansas City & Vicinity	10	2	2	2
North Region	0	0	2	3
Ozark Region	3	1	5	9
South Central Region	9	0	4	2
Southeast Region	3	2	5	8
Southwest Region	4	0	0	2
St. Charles County	1	1	1	0
St. Louis County	5	1	1	1
West Central Region	3	3	2	3
Total	64	29	33	36

Incumbent Worker Training Waiver

Missouri has an approved waiver (WIOA Section 134(d)(4) and 20 CFR 680.800(a)) allowing LWDBs to reserve more than 20 percent of WIOA Adult and Dislocated Worker funds for incumbent worker training (IWT). This waiver increased the threshold for IWT from 20 percent to 50 percent through June 30, 2026.

In PY 2024, the Apprenticeship and Work-Based Learning team approved 7 incumbent worker training applications, serving 55 individuals across two workforce regions. Although a small decline was realized in employers served, regions continue to offer this service to Missouri workers and businesses.

Incumbent Worker Training				
	Participants Served		Employers Served	
Region	PY 2023	PY 2024	PY 2023	PY 2024
Central Region	10	0	3	0
Jefferson/Franklin Consortium	21	43	5	6
St. Louis County	19	12	2	1
West Central Region	2	0	0	0
Total	52	55	10	7

The Apprenticeship and Work-Based Learning team will incorporate learning sessions regarding IWT into its monthly Office Hours noted earlier. In addition, policy and form updates are currently underway to develop an easier and more streamlined method of developing agreements locally. Once the updates are made, training will be provided statewide. These combined efforts should lead to an increase of IWT activity in the next program year. Information regarding the IWT waiver will continue to be highlighted, as a waiver was approved for PY 2024 and PY 2025.



APPRENTICESHIP PUBLIC RESOURCES



OAWBL has implemented different channels for Missourians to find and access registered apprenticeship programs available in the state. A tool available on dhewd.mo.gov and jobs.mo.gov lists all active registered apprenticeship programs and includes program sponsor contact information. The listing can be queried by county location, occupation, and program sponsor, making it easier for apprentice seekers to find options. The listings are updated each quarter, ensuring the most accurate representation of available opportunities.

- [Missouri USDOL Registered Apprentice Programs - Sorted by Occupation](#)
- [Missouri USDOL Registered Apprentice Programs - Sorted by Location](#)
- [Missouri USDOL Registered Apprentice Programs - Sorted by Program Sponsor](#)

Through a partnership with the Missouri Chamber of Commerce and Industry, OAWBL continues to support a publicly available apprenticeship job board, [Missouri Apprentice Connect](#). The Apprentice Connect portal serves as a free public resource for employers and apprentice seekers statewide, allowing employers to post registered apprenticeship job openings and search for candidates while apprentice seekers can find apprenticeship-specific job openings. In the past year, the OAWBL team worked with the Chamber to improve access and use of this resource for employers. As a pilot project, program sponsors and/or employers have the option of posting job openings through a spreadsheet import to the system. The pilot and additional enhancements will be evaluated next year.

Use of the Missouri Apprentice Connect portal has increased over the last year. At the end of the 2025 calendar year, 335 employers were listed, 608 apprenticeship positions posted, and 1,027 apprentices were searching for apprenticeship employment.

Due to underutilization, the Intern Connect Portal was discontinued in late 2025.



OAWBL EVENTS

Missouri Apprenticeship Team

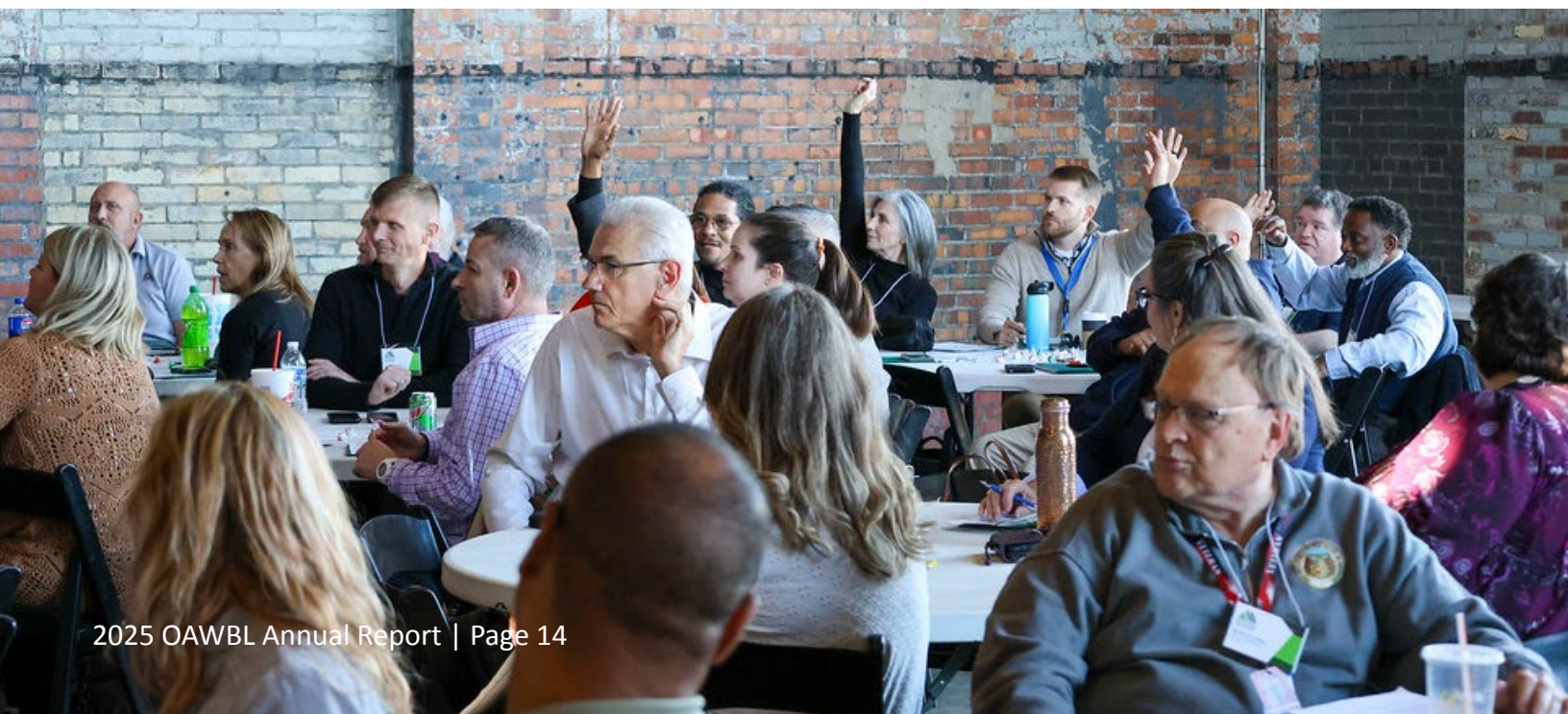
The OAWBL team coordinates and hosts bi-monthly Missouri Apprenticeship Team (MAT) meetings to engage with apprenticeship partners across the state, including OAWBL staff, USDOL-OA, LWDB staff and Job Center partners, higher education institutions, various state agencies, and employers.

The virtual meetings provide apprenticeship partners with:

- updates occurring at the state and federal levels
- technical assistance regarding the implementation of registered apprenticeship programs, and
- direct connections to available resources, including national intermediaries to support apprenticeship expansion efforts.

Guests for this past year have included:

- Mental Health Resources for Apprenticeship, Dr. John Gaal
- Intern & Apprentice Tax Credit, Sarah Brockes-Miller (DED)
- Intermediary Resources through Craft Education
- Fast Track Workforce Incentive Grant, Erik Anderson (MDHEWD)



National Apprenticeship Day

At the national level, the USDOL-OA announced the move of National Apprenticeship Week (NAW) from November to the spring beginning in 2025. To prepare for this transition, USDOL-OA established National Apprenticeship Day for April 30, 2025, and will return to week long celebrations in 2026.

With National Apprenticeship Day occurring shortly after MDHEWD’s annual Apprenticeship Missouri Summit, a social media campaign was implemented to celebrate and promote registered apprenticeship. Examples of the social media postings are provided in this report.

The annual summit will resume during NAW on April 28, 2026 at State Fair Community College in Sedalia.

**MISSOURI HAS OVER 298
REGISTERED PROGRAMS,
ACROSS 139 DIFFERENT
OCCUPATIONS.**

EXAMPLES INCLUDE:

- » Childcare workers (200+)
- » Teachers (300+)
- » IT (270+)
- » Nurses (500+)



**MISSOURI HAS OVER
22,000
APPRENTICES
ACTIVELY IN
TRAINING.**



**APPRENTICESHIP
MISSOURI**

**BENEFITS FOR
EMPLOYERS:**

- Employer-driven training model
- Improved productivity & profitability
- Increased Retention
- Strong apprenticeship support system



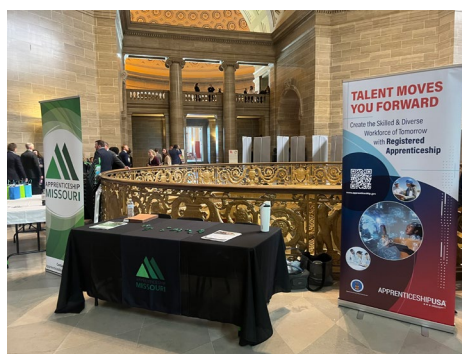
**MISSOURI RANKS
2ND
IN THE
NATION
FOR COMPLETED
APPRENTICES.**



In 2024, USDOL-OA established Youth Apprenticeship Week. With the changes to the regular NAW schedule moving from November to April, Youth Apprenticeship Week was not recognized at the federal level in 2025.

Missouri chose to celebrate Registered Youth Apprenticeship in 2025 at the Missouri State Capitol. MDESE coordinated a full day of activities, including informational booths manned by MDESE and MDHEWD, creating opportunities to engage Missouri youth on registered apprenticeship as a career pathway, and the introduction of youth apprentices on the House and Senate Floors.

The event also highlighted the success of two youth apprentices, the Romero brothers, at the Missouri State School Board of Education meeting. The Romero brothers shared their experience as youth apprentices and also appeared at the annual Apprenticeship Missouri Summit in 2024.



Accelerator For Tech

OAWBL partnered with AIR (American Institutes for Research) to provide the "Missouri Accelerator for Tech" series. This virtual five-part series was hosted in August to equip organizations with information and next steps to develop, register, and sustain an IT-related registered apprenticeship program. This event reached over 20 participants across multiple organizations. As result, one program is considering expansion efforts and one organization is exploring becoming an intermediary program sponsor. Recordings and slide decks are available online for public viewing at <https://dhewd.mo.gov/5-part-apprenticeship-accelerator-event>.

APPRENTICESHIP SUCCESS STORIES

Apprenticeship changes lives. Whether it's getting a start through a pre-apprenticeship program or placement in a registered apprenticeship program, the outcomes are great wins for workers and employers. The stories included in this report represent just a handful of the thousands of success stories for Missourians participating in registered apprenticeship programs statewide. The MDHEWD and the OAWBL team are proud of the combined efforts to support registered apprenticeship through Missouri's network of partners.

Funding provided through federal grants and other limited resources go a long way in making a difference in the lives of Missourians involved in registered apprenticeship programs.

BRENT TRANKLER, Ed.D: Oran R-III School District,
Program Sponsor and Employer



Oran School District uses registered apprenticeship to grow their own educators.

confidence, improves teacher retention, and reinforces a strong, sustainable workforce for the future.

The RAP (registered apprenticeship program) model has truly taken Oran R-III to the next level. Initially, our challenge was providing clear guidance, mentorship, and structured pathway for staff who were capable and committed but lacked access to appropriate certification support. RAPs have filled that gap by offering a mentored, intentional pathway toward subject- and grade-appropriate certification. This is a true grow-your-own approach. Beyond certification, we are now expanding into leadership initiatives that allow interested staff to begin preparing for administrative roles, further strengthening our internal pipeline and long-term stability. The RAP model has been a blessing not only for Oran R-III, but also for our partnering districts. It has reduced stress on educators by giving them the resources, structure, and support needed to earn certification while remaining focused on what matters most – the students. This approach builds

SUSAN DIRNBERGER: Oran R-III School District,
Certified Teacher Registered Apprenticeship

I am a 61-year-old educator who is currently completing my teacher certificate after spending over two decades working in public education and approximately 10 years in a private school setting. Although I aspired to obtain my certification earlier in my career, family responsibilities and financial constraints made it difficult to pursue a traditional degree program that required several years of classroom attendance. To achieve this long-standing goal, I chose an apprenticeship-based certification pathway through the Department of Higher Education and Workforce Development, allowing me to earn my degree through the ABCTE (American Board for Certification of Teacher Excellence) program while building on my extensive experience in the field.

JACOLBY LEWIS, Missouri Works Initiative, Pre-Apprenticeship to Registered Apprenticeship



JACOLBY'S STORY

St. Louis Graduate Jacolby Lewis

"I liked the program because it wasn't just sitting in a classroom listening to an instructor the whole time, it was a lot of hands-on and going on job sites."

Jacolby Lewis was in a difficult place, both in his work and personal life. He was unhappy at his current job, saying, "it wasn't the best, but it was good for just graduating high school. It was kind of like a dark cloud when you walked through those doors." Jacolby had also suffered a recent tragedy with the passing of his two-week-old son. "It was like everything went downhill from there; it felt like everything was just crumbling down, and I wasn't satisfied with life. I just gave up. I lost a lot of motivation and the drive to do anything."

Seeking a new start, Jacolby kept seeing the Missouri Works Initiative on his social media, saying, "I was seeing it as a sign to give it a try." After a conversation with Mid-Missouri Construction Coordinator Russ Unger, Jacolby was sold on the program, saying, "I signed up because the way he explained the program, it seemed almost perfect. I could get a great career, I'd always be learning something new, and I could pass it on."

Jacolby appreciated the hands-on nature of his classes. "I liked the program because it wasn't just sitting in a classroom listening to an instructor the whole time," he said. "It was a lot of hands-on and going on job sites. When we did sit in the class, it was very informative and we did a lot of group work."

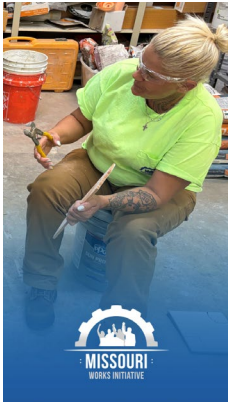
As Jacolby progressed through the Apprenticeship Ready Construction Program, he learned real-life, hands-on skills like, "bricklaying, some heavy equipment operations, mudding walls, I also built a toolbox with the Sheet Metal Workers, and a lot more." Beyond on-the-job skills, Jacolby learned soft skills and life lessons that would help him land a great career: "Never have a fixed mindset, always be willing to learn, and if you're on time, you're late!"

After completing the program and graduating with a new set of skills and a renewed motivation, Jacolby Lewis found a sustainable career as a Laborer with LiUNA Local 662 doing heavy highway construction for contractor Millstone Weber. His new career has been more than a source of income, it's been a new start and a motivator to continue to succeed. "My life has changed in a good way since I've started. I'm more motivated to get up and get to it instead of dreading my days away."

We are so proud of Jacolby and the progress he has made in both his career and his personal life, and he expressed his gratitude to the Missouri Works Initiative team that helped him find a new path. "I'd like to shoutout everybody in the Missouri Works Initiative program who took the time out to be able to make this happen for me and others."

Jacolby's advice to others out there who are struggling with hardship and need a new start? "Life has its ups and downs, but nobody's holding you back. It's really you vs you so get up and get to it!"

NICOLE KUPFENSTINER, Missouri Works Initiative,
Pre-Apprenticeship to Registered Apprenticeship



NICOLE'S STORY

St. Louis Graduate Nicole Kupfenstiner

"If you want a career where your employer values you and your contribution, this is the place to start."

After incarceration, Nicole focused on rebuilding her life. During her search for sustainable employment, Nicole learned about the Missouri Works Initiative's Apprentice Ready Program through the Keyway Center for Diversion and Reentry in St. Louis. "Valerie, a vocational specialist, gave me the information and support I needed to get started," says Nicole.

The five-week Apprentice Ready Program introduces individuals to the trades and unions. "I decided to apply because I have a background in the trades," says Nicole. "It's good work, good pay, and there's always

room to move up."

"What I liked most about the program was that regardless of your situation, the people you meet genuinely want you to succeed and stay in touch," Nicole shares. "Having someone in your corner like that makes a huge difference, and I'll forever be grateful."

The program changed Nicole's life. "I know so much more about navigating union jobs now. I see the steps I need to take, which I couldn't before. I was even offered a great job right away, which was amazing."

Participants in the Apprentice Ready Program receive a bus pass, weekly stipend, and hands-on training to remove common barriers like transportation and financial strain. "If you want a career where your employer values you and your contribution, this is the place to start," says Nicole.

CARLTON WALKER JR. Full Employment Council,
Medical Assistant Apprentice



Carlton Walker Jr. was a youth participant who found success with an apprenticeship program at University Health. The Full Employment Council, in partnership with University Health and Metropolitan Community College, developed a Medical Assistant course to train individuals to work in the Hospital and their Long-Term Care Center. The training and curriculum is specific to the employer's needs.

Carlton was one of a handful of trainees selected for the program. During the one-year on-the-job learning period, he was mentored by hospital directors to develop him for his role at the hospital. The paid learning model helps trainees like Carlton manage their everyday life with income, while they learn from the experts as they work toward certification. Carlton and other students also completed their required clinicals at University Health's various facilities.

APPRENTICESHIP RESOURCES

Easily connect with additional registered apprenticeship resources associated with OAWBL activities online:

- <https://www.moapprenticeconnect.com>
- <https://dhewd.mo.gov/workforce-development/apprenticeship-mo>
- <https://jobs.mo.gov/moapprenticeships>

Archived reports can be found online at <https://dhewd.mo.gov/apprenticeship-missouri-archives>.